

# Conflict Styles & Self-Reflection

Type of event: Workshop on personal development and conflict management

Target group: Trainers, educators, and youth workers

## Short description:

The Conflict Styles & Self-Reflection workshop helps participants understand their personal reactions in conflict situations and recognize the strengths and weaknesses of different conflict management styles – avoidance, accommodation, competition, compromise, and collaboration. Through a quiz, pair reflection, and group discussion, participants identify their dominant style and explore ways to consciously develop a more balanced and effective approach to handling conflicts.

## Framework (structure)

### Before the session (online):

Pre-workshop preparation: Participants receive a short introduction email outlining the five conflict styles and a link to a short reflective pre-question: “How do I usually react when facing conflict?” Participants receive a short briefing note introducing the topic, key concepts of intercultural and interfaith dialogue, and links to Council of Europe resources.

### During the session (online or in-person)

#### 1. Introduction to Conflict Styles (09:00–09:10, 10 min)

Trainer presents five conflict management styles: avoidance, accommodation, competition, compromise, and collaboration. A brief explanation is given for when each style tends to appear.

Online adaptation: Use slides or a visual infographic. Optionally launch a poll asking participants which style they think they use most.

#### 2. Conflict Style Quiz (09:10–09:25, 15 min)

Participants complete a short quiz to identify their dominant conflict style.

Online adaptation: Use Google Forms, Mentimeter, or Kahoot. Trainer monitors progress and ensures everyone completes it.





### 3. Pair Reflection and Sharing (09:25–09:45, 20 min)

Participants go into pairs to discuss quiz results: “Does this fit how you normally handle conflict?” They share examples where their style was helpful or challenging.

Online adaptation: Breakout rooms (2 per group) with guiding questions in chat. Encourage active listening and empathy.

### 4. Plenary Discussion & Trainer Input (09:45–10:10, 25 min)

Trainer summarizes key observations, highlighting advantages and risks of each style. Discussion focuses on flexibility – choosing the most appropriate style for each situation.

Online adaptation: Use Jamboard or Miro to cluster insights from participants.

### 5. Reflection & Wrap-Up (10:10–10:15, 5 min)

1. Participants reflect individually: “Which style do I want to practice more consciously in the next month?” Trainer synthesizes themes and links the session to broader dialogue competences.

After the session (online)

Follow-up email: Thank participants, share the conflict style quiz results summary, and provide additional reading or resources on conflict management and emotional intelligence.

